

**MINUTES OF THE REGULAR MEETING OF THE  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
LEGISLATIVE OFFICE BUILDING – ROOM 1A  
HARTFORD, CT 06106  
WEDNESDAY, JUNE 13, 2012  
2:00 P.M.**

**COMMISSIONERS PRESENT**

Edward Mambruno, Secretary  
Cheryl Lynn Clarke (via telephone)  
Dawn Niles  
Edith Pestana  
Lyn May

**COMMISSIONERS ABSENT**

Andrew Norton, Chairperson  
Tracey Gove  
Suzanne Tirado  
Patricia Wrice

**STAFF PRESENT**

Robert J. Brothers, Jr., Executive Director  
David Teed, Assistant Attorney General  
Cheryl Sharp, Human Rights Attorney III  
Alvin K. Bingham, Supervisor, Affirmative Action/Contract Compliance  
Valerie Kennedy, Human Rights & Opportunity Representative  
Neva E. Vigezzi, Affirmative Action Program Analyst  
Heather Petit, Administrative Assistant

**I. CHAIRPERSON**

Secretary Mambruno convened the Wednesday, June 13, 2012 regular monthly meeting of the Commission on Human Rights and Opportunities to order at 2:12 p.m.

Secretary Mambruno stated that Chairperson, Andrew M. Norton, was unable to attend today's meeting so Commissioner Norton designated Secretary Mambruno to serve in his stead. Secretary Mambruno stated that he was serving under §46a-54-6a of the Commission on Human Rights and Opportunities' Regulations and that there was a quorum with five commissioners.

**II. SECRETARY**

Secretary Mambruno requested approval of the minutes of the Wednesday, May 9, 2012, regular Commission Meeting. A motion was made by Commissioner May to approve the minutes as presented and seconded by Commissioner

Pestana. The motion was approved. Commissioner Pestana abstained from the vote. Secretary Mambruno did not vote on the motion.

Commissioner Niles made a motion to change the agenda to have the next order of business be the Affirmative Action Recommendations followed by New Business. Commissioner Pestana seconded the motion. Secretary Mambruno asked for any discussion. Being no discussion, the motion carried.

### **III. AFFIRMATIVE ACTION RECOMMENDATIONS – VOTE REQUIRED**

#### A. Staff Recommendations: *Approvals*

1. Manchester Community College
2. Three Rivers Community College
3. Department of Social Services
4. Naugatuck Valley Community College
5. Charter Oak State College

Secretary Mambruno asked for a motion to accept staff recommendations for approval of five Affirmative Action Plans: Manchester Community College, Three Rivers Community College, Department of Social Services, Naugatuck Valley Community College and Charter Oak State College and that the motion include the retention of their annual/biennial filing status. Such a motion was made by Commissioner Clarke and seconded by Commissioner May. Secretary Mambruno asked for discussion on the motion and called on Alvin Bingham to provide the Commissioners with staff recommendations on the plans.

1. Manchester Community College

Representing Manchester Community College were Debbie Colucci, Affirmative Action Officer and Gena Glickman, President. Mr. Bingham reported that the Manchester Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve its goals; the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Ms. Colucci stated they are very happy with the work they have done in the past few years. Ms. Glickman thanked the Commission and Valerie Kennedy for assisting them and reported that they have made significant changes in process on the college campus because of this. The way they look at goal candidates and the questions their senior team is asking are much different than what has been done in the past. Ms. Glickman stated she is thankful for this opportunity to learn and to have the collegiality they have with the Commission and the staff.

Secretary Mambruno said that they were academics of their word as they said they would come back with a great plan and did so.

2. Three Rivers Community College

Representing Three Rivers Community College were Dr. George Rezendes, Affirmative Action, and Dr. Grace Jones, President. Mr. Bingham reported that the Three Rivers Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has met all or substantially all of its promotion and program goals; the agency has demonstrated every good faith effort to achieve its goals; the agency has substantially addressed deficiencies noted by the Commission in prior plan reviews.

Commissioner Pestana said the Commission appreciates all of their hard work and noted that they too had indicated they would come back with an improved plan and did so. Commissioner Niles noted that they did not send in the Letter of Commitment which is required by the state. Dr. Rezendes stated that they had not received a copy of the report and so somehow that requirement was missed. Dr. Rezendes stated the letter will be forthcoming.

Dr. Jones said that they have worked very hard on this year after year; however, learning never ceases. Dr. Jones said that they make a great effort to meet the requirements of the Commission but, more importantly, the integrity of an institution that they care very much about in terms of affirmative action.

3. Department of Social Services

The Department of Social Services was represented by Commissioner Roderick Bremby, Astread Ferron-Poole, Director of Affirmative Action, and Len Erazmus, EEO Manager. Mr. Bingham reported that the Department of Social Services' plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve such goals; and the agency had no deficiencies in the prior plan review.

4. Naugatuck Valley Community College

Naugatuck Valley Community College was represented by Dr. Daisy Cocco-DeFilippis, President, Arthur Dubois, Director of Human Resources, and Ronald

Clymer, Affirmative Action Officer. Mr. Bingham reported that the Naugatuck Valley Community College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has demonstrated every good faith effort to achieve its goals; and the agency had no deficiencies in the prior plan review.

Dr. Cocco-DeFilippis thanked the Commission and Mr. Clymer thanked Neva Vigezzi for all of her helpful assistance with the plan.

5. Charter Oak State College

Charter Oak State College was represented by Edward Klonoski, President, and Clifford Williams, Affirmative Action Officer. Mr. Bingham reported that the Charter Oak State College plan was recommended for approval based on compliance with the following: the plan contains all elements required; the agency has substantially addressed goal achievement; and the agency has substantially addressed deficiencies noted in the prior plan review.

Commissioner Niles asked the college to address the issue of the Diversity Training Requirement. Mr. Williams stated they do not do their own diversity training in house, so often times they have to wait until a class becomes available to have a group of staff attend. Mr. Williams assured the Commission that they monitor staff attendance but it may be a cycle of time before the next person is able to attend the training.

Secretary Mambruno stated that the Commission understands their predicament as other agencies have also had the same issue.

B. Vote

Secretary Mambruno called for a vote on the motion to approve the plans, which included the caveat that Three Rivers Community College and Charter Oak State College are to retain their biennial filing status and Manchester Community College, Department of Social Services and Naugatuck Valley Community College are to retain their annual filing status. The motion passed unanimously. Secretary Mambruno did not vote.

IV. **NEW BUSINESS**

A. Request to Extend MOU with DOT

Mr. Brothers stated that this request has been continued and renewed every year since 1993. The Commission on Human Rights and Opportunities has the responsibility for contract compliance. There is a regulation that allows state

agencies to petition the Commission if they have similar standards for contract compliance. The Department of Transportation has been doing this since 1993. The MOU runs out on June 30, 2012 and the request is to renew it for another year; July 1, 2012 through June 30, 2013.

Commissioner Niles made a motion to extend the MOU with DOT for another year. Commissioner May seconded the motion. There was no further discussion. The motion passed unanimously. Secretary Mambruno did not vote.

B. Request for Exemption from Contract Compliance Requirements Concerning a Contract Between the Judicial Branch and the Commission on Accreditation for Law Enforcement Agencies (CALEA).

Mr. Brothers stated that the exemption request is due to the fact that the Judicial Branch uses a data network that is housed in Virginia; however, the company does business with almost all states and as such it almost impossible for them to comply so therefore they refuse to. In order for the Judicial Branch to continue using this software they would need an exemption.

Commissioner Pestana made a motion to accept the Judicial Branch's request for exemption from contract compliance with CALEA. Commissioner Niles seconded the motion. There was no further discussion. The motion passed unanimously. Secretary Mambruno did not vote on the motion.

V. **GUEST SPEAKER – Marquise Clark, Intern**

Mr. Clark introduced himself as a rising sophomore at Capitol Preparatory Magnet School in Hartford. Mr. Clark stated that this year he was lucky enough to be the only high school intern chosen this year to work under Ms. Cheryl Sharp and Mr. Charles Krich. Capitol Preparatory School is a year round school and they only have June for a summer vacation. While most people would think he would rather be at home or hanging out with his friends, he chose to spend his time here working at the agency because his role models are Dr. Martin Luther King, Jr. and Stephen Biko. What Mr. Clark finds interesting about working at CHRO is seeing what CHRO does on a daily basis. He was surprised to find that there is a lot more discrimination going on today than one would think. Mr. Clark is able to see all the different aspects in the agency and review the records when he is doing archiving. He feels the skills he is learning can be brought with him the rest of his life no matter what his career choice is in the future. He does know that he wants to help people and fight for people's rights and coming to CHRO was a great step in obtaining his ultimate dream.

Commissioner May thanked Mr. Clark for giving the Commission his time and said he has accomplished already something which other people never accomplish, and that is being a good public speaker.

**VI. GUEST SPEAKERS – Katie Dickey & Kristian Parker, Doc. Film Makers**

Ms. Dickey introduced herself and Ms. Parker as the film department at CHRO. Ms. Dickey graduated from George Washington University in 2009 and attended the Institute for Documentary Film Making there afterward. Ms. Dickey just finished her first year at UConn School of Law. Ms. Dickey stated that the intersection of film and law for her is all about social justice.

Ms. Parker is an undergraduate at Norfolk State University in Virginia, majoring in Mass Communications. Ms. Parker said she is really enjoying her internship at CHRO as she is a mass communications major and it is showing her that you can use what you learn in so many different ways. Ms. Parker stated she really enjoys making the film and that she is learning a lot at the Commission. Ms. Parker stated that she has come to appreciate what the agency does as it is such an eye opener and it is great to see how much hard work people put in fighting for equality.

Ms. Dickey stated that the documentary will have two main threads; examining the history of the agency and simultaneously going through a current case. They are hoping to create a compelling video that will not only be used for training purposes but also for documentary purposes for the agency to distribute.

Ms. Parker said their goal is also to emphasize how important civil rights still are today. Ms. Parker stated that they had their first interview today and one thing that stuck out to her was that civil rights is just as important today as it was in the past. Ms. Parker stated one reason for this is because people are trying to hide it more than ever before.

Both Ms. Dickey and Ms. Parker will be editing as they are both trained in Final Cut Pro. Ms. Dickey currently works at What Were We Thinking Films, Inc. in Hamden so she has experience there as well. Ms. Parker worked in editing this past semester at school. They are hoping to get the documentary finished by the beginning of August. They will be interviewing heavily for the next couple of weeks. The film will run around 25-30 minutes. They would like to have the film appeal to a broad audience and anyone who is interested in civil and human rights. They do not want the video to be boring and hope that it will be interesting to people who are not civil rights activists as well.

Ms. Dickey asked the Commissioners to contact them if they would like to be involved or interviewed for the film. Commissioner Pestana said she may contact them in regard to having a short segment on Title VI.

**VII. OUTREACH REPORT - Attorney Cheryl Sharp from the Legal Division**

Attorney Sharp thanked the interns for speaking today. Attorney Sharp said that the agency feels honored that Mr. Clark elected to spend his summer at the Commission. In regard to the film documentary, they are going to use it mainly as a training video and for the Business Training Institute. It will be great to send out the documentary when the agency is unable to do the training in person. When the Business Training Institute first started we only received requests for training here and there; however, now the agency is getting three to five requests per week. The video will be helpful to send out as CHRO does not have enough manpower to conduct all of the trainings. We will also be uploading public service announcements to our website.

Attorney Sharp introduced all the other agency interns who were in the audience. Attorney Sharp stated it was an arduous process to choose the interns as CHRO had over 200 applications. Ms. Sharp along with Michelle Dumas Keuler, Kimberly Jacobsen and Charles Krich, went to Boston, New York and Connecticut to get the best and the brightest. Some of the various schools represented are Fordham University, University of Connecticut, New York Law School, Capitol Preparatory Magnet School, Norfolk State University and University of Maryland.

The Kids' Court Finals competition was held and the winners are posted on the agency's website. The agency will be giving the winners rewards out of the training and education fund.

The Business Institute has been very active. Attorney Sharp and Attorney Robin Fox did training for the Middlesex Chamber of Commerce on Monday. The agency has also developed approximately 15-20 different PowerPoint presentations on various topics that can be sent out if CHRO is not able to do the training personally. CHRO has received many calls to do public school presentations and some have caused concern. The last training done at a public school in Milford showed that many of the students don't understand what sexual harassment is and don't believe the agency when they are told what the law is and what they can and cannot do.

Commissioner May inquired as to what extent the students did not believe the Commission in regard to sexual harassment. Attorney Sharp gave an example that they told students they could not make lists about who has the largest body parts and cannot make sexual gestures such as licking their lips. Attorney Sharp

stated that some of the responses were scary as some students said if a person dresses provocatively then they are asking for it. Ms. Sharp said that it was most likely indicative as to how other students across the state think and that it is extremely important to continue educating them. It is a problem that needs to be addressed as these students then go out into the workforce, get a sexual harassment complaint filed against them and end up at the agency as respondents.

In August the agency will have a Civil Rights and Responsibilities Conference. Attorney Sharp asked the Commissioners for their input and involvement in the conference. CHRO will also be working more closely with EEOC and partnering with them more on specific training.

The agency will be conducting housing association training with the Governor's Prevention Partnership. The training will include housing laws, discrimination, issues of lead paint, and gender identity and expression. We will be holding six trainings across the state.

Commissioner Pestana and Commissioner May thanked Attorney Sharp for all her hard work.

## **VIII. DIVISION REPORTS**

### **A. Legislative Report**

Mr. Brothers stated that Jim O'Neill, Legislative Liaison, was on vacation.

Mr. Brothers stated that he believed that through legislation in the Special Session, CHRO was merged with the Department of Labor for administrative purposes only. The purpose of this is to be able to share their resources for Human Resources, Affirmative Action and BEST (IT staff).

### **B. Executive Director's Report**

Mr. Brothers said that BEST is currently in the process of revamping the agency's case tracking system. BEST is having a problem as the system currently in place is extremely antiquated. Having IT staff at the Department of Labor to assist may help in making some headway there.

Mr. Brothers stated that he had the pleasure of going to Al Mayo's graduation from the Fire Academy. Mr. Brothers said that it was unusual for something that high profile to get turned around so quickly. Mr. Brothers was honored to attend. A good policy change that resulted from the situation is that all decisions about a student or candidate in the academy will now be made by the academy and not individual fire departments.

The agency has recently been able to hire two new HRO Representatives. We are currently in the process of hiring another one and trying to get approval for two more after that which is a positive thing.

The disparity study was moved from CHRO to CASE (CT Academy of Science and Engineering). Although it was unfortunate that the study was moved from CHRO, the good news is that the study is still going to occur.

**IX. EXECUTIVE SESSION**

Secretary Mambruno asked if there was a need for Executive Session. Mr. Brothers stated that he spoke to David Teed and neither of them had issues to discuss nor anything pending.

**XI. ADJOURNMENT**

There being no further business to come before the Commission, it was moved by Commissioner Niles and seconded by Commissioner May to adjourn the meeting at 3:07 p.m. The motion carried unanimously. Secretary Mambruno did not vote.